EXHIBIT A

CHARGE OF DISCRIMINATION			AGENCY		CHARGE NUMBER				
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Illinois Departm	ent of Hui	man R	Rights	and EEO	C				
NAME OF COMPLAINT (indicate Mr. Ms. Mrs.)				TELEPH	ONE NUM	BER (include area code)			
Martin Chaidez				Counsel: 773	3-881-9000)			
STREET ADDRESS	CITY, STATE, ZIP CODE					DATE OF BIRTH			
Bizzieri Law Offices, 10258 South Western, Ste. 210	estern, Ste. 210 Chicago, Illinois								
NAMED IS THE EMPLOYER, LABOR ORGANIZATION, E GOVERNMENT AGENCY WHO DISCRIMINATED AGAIN	EMPLOYMENT NST ME (IF MO	T AGENO	CY, APPI AN ONE,	RENTICESHI LIST BELOW	P COMMIT	ITEE, STATE OR LOCAL			
			ER OF DYEES, ERS +15	TELEPH	IONE NUM	ONE NUMBER (include area code)			
Ford Motor Company, Harvey, Illinois				773-646-31	100				
STREET ADDRESS	CITY, STATE	, STATE, ZIP CODE				COUNTY			
12600 South Torrence Avenue	Chicago, Illin	Chicago, Illinois 60633				Cook			
CAUSE OF DISCRIMINATION BASED ON:				DATE OF DIS EARLIEST (A		TION) LATEST (ALL)			
				August-Nove	mber 2015				
Discrimination in hiring based on race and/or national origin	1			CONTINUING ACTION					
S E E Page 1 of 2	<u> </u>	A C		<u>D</u>					
I also want this charge filed with the EEOC. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. SUBSCR THIS NOTARY			nus	torsh	TO BEFO Pared L.	Panis			
OFFICIAL SEAL CHRISTOPHER L PANIO Notary Public - State of Illinois My Commission Expires Mar 3, 2019 I declare under affirm that I is knowledge, in				y that the foreg	LAINAN going is true rge and that	And correct I swear or is is true to the best of my			

- 1. I am an individual of Hispanic origin.
- 2. On August 13, 2015 I applied to be a line worker at the Ford Motor Company plant in Harvey, Illinois ("Ford") through the Harvey, Illinois unemployment office.
- 3. I filled out a pre-application questionnaire.
- 4. I am qualified for the position of line worker.
- 5. Several months after my application, I received a letter from Ford and was informed that I was not hired.
- 6. Beginning in or around 2013, Allan Millender, African-American, became responsible for establishing hiring practices at Ford.
- 7. Allan Millender was granted this position despite having been terminated based charges of discrimination against him. Millender was reinstated and has since been allowed by Ford to continue his discriminatory practices, specifically, in the area of hiring.
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- 13. Local towns boast the following Hispanic populations: Hammond, Indiana (34%), Calumet City, Illinois (15%); Dixmoor, Illinois (46.6%), Midlothian, Illinois (20%), Harvey, Illinois (19%).
- 14. Ford and its agent Millender have created a process to either intentionally discriminate against Complainant on the basis of his race and/or have created a hiring process that has a disparate impact on Hispanic applicants.
- 15. Complainant is aware of several other, non-Hispanic individuals, who have been hired at Ford without having to take a basic skills test or otherwise go through pre-employment testing.
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Illinois Department of Human Rights and EEOC									
NAME OF COMPLAINT (indicate Mr. Ms. Mrs.)	TELEPH	ONE NUM	BER (include area code)						
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Stephanie Galan					Counsel: 773-881-9000 DATE OF BIRTH				
STREET ADDRESS	CITY, STATE, ZIP CODE					DATE OF BIRTH			
Bizzieri Law Offices, 10258 South Western, Ste. 210	Chicago, Illi								
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NAME OF RESPONDENT NUMBER OF EMPLOYEES MEMBERS +			OYEES,		HONE NUMBER (include area code)				
Ford Motor Company, Harvey, Illinois				773-646-3	100				
STREET ADDRESS	CITY, STAT	TY, STATE, ZIP CODE				COUNTY			
12600 South Torrence Avenue	Chicago, Illinoi 60633					Cook			
CAUSE OF DISCRIMINATION BASED ON:		DATE OF DISCRIMINATION EARLIEST (ADEA/EPA) LATEST (ALL)							
				August-November 2015					
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S E E Page 1 of 2			с н Е						
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OFFICIAL SEAL CHRISTOPHER L PANIO Notary Public - State of Illinois My Commission Expires Mar 3, 2019	I declare under pe			penalty that the foregoing is true and correct I swear of the read the above charge and that is is true to the best of the read that and belief					

1. I am an individual of Hispanic origin.

- 2. On August 13, 2015, and in September 2015, I applied to be a line worker at the Ford Motor Company plant in Harvey, Illinois ("Ford") through the Harvey, Illinois unemployment office.
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Illinois Departm	ent of Hu	man F	Rights	and EEO	C		
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Jessica Galan				Counsel: 77	3-881-9000)	
STREET ADDRESS	DRESS CITY, STATE, ZIP CODE					DATE OF BIRTH	
Bizzieri Law Offices, 10258 South Western, Ste. 210	Chicago, Illin	nois					
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STREET ADDRESS	CITY, STATE	ITY, STATE, ZIP CODE				COUNTY	
12600 South Torrence Avenue	Chicago, Illin	hicago, Illinoi 5 0633			Cook		
CAUSE OF DISCRIMINATION BASED ON:				DATE OF DISCRIMINATION EARLIEST (ADEA/EPA) LATEST (ALL)			
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SEE Page 1 of 2 I also want this charge filed with the EEOC. I will advise the ag I change my address or telephone number and I will cooperate filed.	encies if S	SUBSCR		ND SWORN			
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NOTARY STAMP	a	ffirm that	I have read			and correct I swear or t is is true to the best of my	

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- 3. I filled out a pre-application questionnaire.
- 4. I am qualified for the position of line worker.
- 5. I never received any further information about potential employment at Ford from Ford, or the Harvey unemployment office.
- 6. Later in 2015, I returned to the Harvey, Illinois unemployment office and I sought employment at Ford. I was instructed to go online to the Illinois Department of Employment Security website to apply. I did so and was never contacted for a position of line worker.
- 7. Beginning in or around 2013, Allan Millender, African-American, became responsible for establishing hiring practices at Ford.
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Illinois Departm	ent of Hu	ıman F	Rights	and EEO	C		
NAME OF COMPLAINT (indicate Mr. Ms. Mrs.)				TELEPH	ONE NUM	BER (include area code)	
Kevin Zuniga				Counsel: 77	3-881-9000)	
STREET ADDRESS CITY, STATE, ZIP CODE						DATE OF BIRTH	
Bizzieri Law Offices, 10258 South Western, Ste. 210	zzieri Law Offices, 10258 South Western, Ste. 210 Chicago, Illinois						
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NAME OF RESPONDENT NUMBER EMPLOY MEMBEI			OYEES,	TELEPH	TELEPHONE NUMBER (include area code		
Ford Motor Company, Harvey, Illinois				773-646-31	100		
STREET ADDRESS	CITY, STAT	TY, STATE, ZIP CODE				COUNTY	
12600 South Torrence Avenue	Chicago, Illinois 60633				Cook		
CAUSE OF DISCRIMINATION BASED ON:				DATE OF DISCRIMINATION EARLIEST (ADEA/EPA) LATEST (ALL)			
				June 2014-August 2015			
Discrimination in hiring based on race and/or national origin	1			☑ CONTINUING ACTION			
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Page 1 of 2							
I change my address or telephone number and I will cooperate fully with			B DAY	John Z		20/6.	
OFFICIAL SEAL CHRISTOPHER L PANIO Notary Public - State of Illinois My Commission Expires Mar 3, 2019 NOTARY STAMP	OFFICIAL SEAL CHRISTOPHER L PANIO Notary Public - State of Illinois My Commission Expires Mar 3, 2019 I declare under paffirm that I have				oing is true	T DATE and correct I swear or is is true to the best of my	

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Illinois Departm	ent of Hu	man R	Rights a	and EEO	C		
NAME OF COMPLAINT (indicate Mr. Ms. Mrs.)					ONE NUM	BER (include area code)	
-46					3-881 - 9000		
Antonio Zuniga		n arn a		Couriser. 77	3-881-9000	DATE OF BIRTH	
STREET ADDRESS	CITY, STAT	E, ZIP CO	JDE			DATE OF BIRTH	
Bizzieri Law Offices, 10258 South Western, Ste. 210	Chicago, Illi						
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NAME OF RESPONDENT	NUMBER OF EMPLOYEES, MEMBERS +1:			TELEPI	ELEPHONE NUMBER (include area code		
Ford Motor Company, Harvey, Illinois				773-646-3	100		
STREET ADDRESS	CITY, STAT	ATE, ZIP CODE				COUNTY	
12600 South Torrence Avenue	Chicago, Illin	Illinois 60633				Cook	
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S E E Page 1 of 2	АТТ	A C	н Е	D			
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I change my address or telephone number and I will cooperate fully with			hus	y of Fe toph TURE	L.	Danie.	
OFFICIAL SEAL CHRISTOPHER L PANIO Notary Public - State of Illinois My Commission Expires Mar 3, 2019			NT DATE e and correct I swear or at is is true to the best of my				

NOTARY STAMP

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Illinois Departm	ent of Hu	man R	lights a	nd EEO	C			
NAME OF COMPLAINT (indicate Mr. Ms. Mrs.)				TELEPH	ONE NUM	BER (include area code)		
Antoinette DelReal					Counsel: 773-881-9000			
STREET ADDRESS	CITY, STATE, ZIP CODE					DATE OF BIRTH		
Bizzieri Law Offices, 10258 South Western, Ste. 210	Chicago, Illi	nois						
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STREET ADDRESS	CITY, STAT	CITY, STATE, ZIP CODE				COUNTY		
12600 South Torrence Avenue	Chicago, Illin	Chicago, Illinois 60633				Cook		
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	ĺ.	THIS 18 DAY OF February, 201						
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Stacy DelReal				Counsel: 773	3-881-9000)	
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